

Massachusetts Department of Correction

Division of Staff Development

Program: NIC Correctional Leadership Competencies Project
Course: Ethics and Values
Facilitators: William Dupre, Terrance Kingman
Producers: Jeffrey Hotte, Susan Ziegler
Date(s): December 16 & 17, 2009
Time: 1:00 pm – 3:00 pm
Location: WebEx On-line Training

1. Overall, please rate your experience participating in the web seminar “Ethics and Values.”
 The ratings are based on a 1-5 scale (1=Strongly Disagree, 2=Disagree, 3=Somewhat Agree, 4=Agree, 5=Strongly Agree)

WebEx	Rating					Respondents	Average Rating
	1	2	3	4	5		
Easy to use	(N/A) 0	(N/A) 0	(N/A) 0	20.0% 4	80.0% 16	20	4.8
Use of video	5.0% 1	5.0% 1	10.0% 2	15.0% 3	65.0% 13	20	4.3
Use of audio	(N/A) 0	(N/A) 0	5.0% 1	50.0% 10	45.0% 9	20	4.4
Efficient and Effective Training Environment	(N/A) 0	(N/A) 0	(N/A) 0	15.0% 3	85.0% 17	20	4.9
Ability to interact and provide feedback	(N/A) 0	(N/A) 0	(N/A) 0	5.0% 1	95.0% 19	20	5.0
Polling Feature	(N/A) 0	(N/A) 0	(N/A) 0	20.0% 4	80.0% 16	20	4.8

2. Compared to class room training, how would you rate your experience in this on-line session?

Rating	Respondents	Percent %
Better	16	80.00%
The Same	4	20.00%

3. Please rate your knowledge of the questions below.
 The ratings are based on a 1-5 scale (1=Strongly Disagree, 2=Disagree, 3=Somewhat Agree, 4=Agree, 5=Strongly Agree)

Before Course	Rating					Respondents	Average Rating
	1	2	3	4	5		
I understand the relationship between ethics, values, and leadership.	(N/A) 0	16.7% 3	27.8% 5	38.9% 7	16.7% 3	18	3.6
I understand the concepts of the 3 levels and 6 stages of Kohlberg’s Theory.	52.6% 10	36.8% 7	10.5% 2	(N/A) 0	(N/A) 0	19	1.6

After Course	Rating					Respondents	Average Rating
	1	2	3	4	5		
I understand the relationship between ethics, values, and leadership.	(N/A) 0	(N/A) 0	(N/A) 0	40.0% 8	60.0% 12	20	4.6
I understand the concepts of the 3 levels and 6 stages of Kohlberg’s Theory.	(N/A) 0	10.0% 2	30.0% 6	40.0% 8	20.0% 4	20	3.7

4. Please rate the following.

The ratings are based on a 1-5 scale (1=Strongly Disagree, 2=Disagree, 3=Somewhat Agree, 4=Agree, 5=Strongly Agree)

	Rating					Respondents	Average Rating
	1	2	3	4	5		
The course challenged me to think about how I respond to ethical situations.	5.0% 1	(N/A) 0	5.0% 1	55.0% 11	35.0% 7	20	4.2
The course has challenged me to inspire and encourage others to make good ethical decisions.	(N/A) 0	5.0% 1	15.0% 3	50.0% 10	30.0% 6	20	4.1
As a leader, I have a better understanding of the importance of this competency (Ethics and Values)	5.0% 1	(N/A) 0	5.0% 1	35.0% 7	55.0% 11	20	4.4

5. Would you recommend WebEx, on-line training?

Rating	Respondents	Percent %
Yes	20	100.00%

6. Please rate your overall experience with this survey.

The ratings are based on a 1-5 scale (1=Strongly Disagree, 2=Disagree, 3=Somewhat Agree, 4=Agree, 5=Strongly Agree)

	Rating					Respondents	Average Rating
	1	2	3	4	5		
WebEx Survey	(N/A) 0	(N/A) 0	5.3% 1	26.3% 5	68.4% 13	19	4.6

7. Would you provide a brief comment of this training session.

Open Text Responses:
Important session that needs to be expanded on and communicated to all throughout the Department
Many said and all agreed that this is the wave of the future. Not having to travel, being in a comfortable environment, the lack of any feelings of intimidation, overall the absence of pressure.
The two hours went by very quickly. Really enjoyed the participation from everyone in the session.
The usage of technology added a freshness to the delivery and message. The class size allowed for an inclusive environment for all to participate. Case study questions and theory materials strongly supported class objectives and understanding. Good luck with future classes!
Technology is wonderful and I would love to do all my training this way.
Overall, very good. The audio portion of the video was difficult to hear, since it was coming through the phone and on my computer, but not together.
I think it is a good training tool and I look forward to more sessions.
First WebEx training and I was impressed how easy and convenient the training session went.
There were no wrong answer.
This is excellent training. I hope in the future we can have staff on shift participate with the WebEx training. The class really challenged me to defend and understand my decisions.
The training was beneficial and relevant. The forum was very user friendly and efficient as it saved travel time. Although I don't think it can be used for all training it is certainly a great tool for most training modules.
excellent technology- look forward to more classes like this
The Web Ex training was an extremely effective and efficient manner to train employees. The training was easy to use and encouraged participation. In my opinion, participants may be more apt to join in the conversation if they are not in a group setting. I truly enjoyed the training and the technology.
It seems like we are finally entering the 20th Century as a Department. I am sure as the Training crew puts more of these sessions on the better they will be. Can envision small groups participating at the Facility level, one on one, the sessions have no limits as to what can be accomplished.
I believe the Dept should start using this website more. It is cost saving as well as helpful
This training allows for staff to receive the necessary training at their facility. Travel is a big issue and this takes that out of the equation.